

WDRB-TV/WFTE-TV

ANNUAL EEO PUBLIC FILE REPORT

This EEO Public File Report ("Report") complies with Section 73.2080©(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the following station(s): WDRB-TV, Louisville, KY and WFTE-TV, Salem, IN. This report is required in the public inspection files of these stations, and posted on their respective websites.

The information contained in this Report covers the time period beginning April 1, 2004 to and including March 31, 2005.

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during The Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, Organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Independence Television Company, WDRB-TV and WFTE-TV are looking for organizations that regularly distribute information about employment opportunities to job applicants or have job applicants to refer. If your organization would like to receive notification of job vacancies at our stations, please notify in writing:

WDRB-TV Human Resources Department at 624 W. Muhammad Ali Blvd., Louisville, Kentucky 40203, or email humanresources@fox41.com.

It is the policy of WDRB-TV and WFTE-TV to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, sex, age, disability, or any other characteristic protected by law, in all personnel actions.

WDRB-TV/WFTE-TV

APPENDIX I TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2004 TO MARCH 31, 2005

Station(s) Comprising Station Employment Unit: WDRB-TV and WFTE-TV

Section 1: Vacancy Information

Full-time Positions Filled By Job Title (Dates indicate posting of open position.)	RS Notified	Recruitment Source of Hiree	Total Number of Interviewees From All Sources For This Position
1. General Assign. Reporter 2/3/04	1-23, 25,29,31,32	tvjobs.com	5
2. Janitor/Bldg. Maintenance 4/9/04	1-22, 27,32, 35	Courier Journal	9
3. Local Sales Manager 4/8/04	1-22, 26, 32, 34, 35	Client Referral	3
4. Creative Services Coord. 2/12/04	1-22, 26, 32, 35	fox41.com	13
5. News Producer 2/4/04	1-25, 29, 32	fox41.com	3
6. National Sales Manager 4/23/04	1-22, 26, 32, 34, 35	spotsndots	4
7. Chief Financial Officer 4/27/04	1-22, 27, 32, 35, 36	Courier Journal	18
8. Account Executive 6/2/04	1-22, 32, 34, 35	University of Louisville	2
9. Meteorologist 6/4/04	1-25, 29, 32, 35	tvjobs.com	2
10. Account Manager #3 6/16/04	1-22, 32, 35	employee referral	1
11. Account Mgr. #4 7/8/04	1-22, 32, 35	Spalding University	5
12. Account Mgr. #5 9/9/04	1-22, 32, 35	employee referral	7
13. Nat'l. Sales Coord. 8/20/04	1-22, 32, 35	fox41.com/employ.Guide.com	4
14. Accts. Recvbl. Mgr. 9/9/04	1-22, 27, 32, 35	Courier Journal/careerbuilder.com	4
15. Weekend News Prod. 11/2/04	1-22, 23, 32, 35	tvjobs.com	3
16. Account Mgr. #6 9/29/04	1-22, 32, 35	client referral	7
17. Account Executive #2 11/10/04	1-22, 32, 34, 35, 37	fox41.com/employguide.com	8
18. Accts. Rec. Mgr. #2 11/9/04	1-22, 27, 32, 35, 37	Employee Referral	5

19. C.F.O. #2 1/3/05	1-22, 27, 32, 35, 37	Courier Journal	7
20. Broadcast Maint. Eng. 1/11/05	1-22, 32, 35, 37, 38	fox41.com/employguide.com	11
21. News Photog. #1 2/22/05	1-23, 32, 35, 37	Employee Referral	3
22. Account Mgr. #7 1/14/05	1-22, 32, 35, 37	fox41.com/employguide.com	12

Total Number of Persons Interviewed During Applicable Period: 136

***Note:** The job network accessed through the Fox41.com website takes you to the Employmentguide.com website as well. Similarly, when classified ads are placed with the Courier Journal newspaper, the cost includes placing the ad on the Careerbuilder.com website. Thus, some of the positions listed above have two referral sources listed.*

Appendix 2 - RECRUITMENT SOURCE LIST

<u>RS #</u>	<u>RS INFORMATION</u>	# OF INTERVIEWEES PROVIDED BY RS <u>APRIL 1, 2004-MARCH 31, 2005</u>
	* Entitled to receive notification of job openings	
*1	Iverson Warinner Spalding University 851 S. 4th Street Louisville, KY 40203 (502)585-9911	1
*2	Mrs. Booker AARP 600 W. Cedar Street Louisville, KY 40203 (502)584-0309	
3	Milton Finger Lou. Metro Dept. of Human Resources 517 Court Place, Suite 301 Louisville, KY 40202 (502)754-3601	
4	KY Dept. of Employment Services c/o Order Taking Unit 600 W. Cedar Street Louisville, KY 40203 (502)574-3601	
*5	I.D.E.T.S. Indiana State Employment Services P.O. Box 1287 New Albany, IN 47151-1287 (812)948-6102	
6	Richard Brooks Career Develop. Center/Skills Bank Louisville Urban League 1535 West Broadway Louisville, KY 40203 (502)585-4622	
*7	University of Louisville Office, Placement & Coop. Education Floyd Street/Cardinal Blvd. Louisville, KY 40292 (502)852-5555	1

- *8 Community Action Agency
Jeannie Gough
P.O. Box 2197
Louisville, KY 40201-2197
(502)574-1157
- 9 Ann Zeman
Bellarmine College
2001 Newburg Road
Louisville, KY 40205-0671
(502)452-8000
- *10 Debbie Chandler
KY Dept. of Vocational Rehab.
200 Juneau Dr., Suite 2
Louisville, KY 40243
(502)254-3195
- 11 Jeanette Carroll
Neighborhood Place
4401 Rangeland Road
Louisville, KY 40219
(502)962-3160
- 12 Jo Frye
Sullivan College
3101 Bardstown Road
Louisville, KY 40205
(502)456-6507
- *13 Debra Eberle or Lynn Prinz
Indiana University Southeast
4201 Grantline Road
New Albany, IN 47150
(812)941-2265
- 14 Mary Fewell
AD2 Job Bank
3400 Robards Court
Louisville, KY 40218
- 15 Melvin Turner
Minority Affairs Services Bldg.
University of Louisville
Louisville, KY 40292
(502)852-5555
- *16 Sharon B.C. Foster
Center for Women & Families
226 West Breckinridge Street
Louisville, KY 40201

	(502)753-3204	
17	Sherman Bush Jefferson Community College 109 East Broadway Louisville, KY 40202 (502)584-2327	
18	Sherry Klein Sullivan College 3101 Bardstown Road Louisville, KY 40205 (502)456-6504	
*19	Jennifer Harris Lincoln Foundation 233 West Broadway, Suite 400 Louisville, KY 40202 (502)585-4733	
20	Fox41.com 624 W. Muhammad Ali Blvd. Louisville, KY 40203 (502)584-6441	22
21	Employmentguide.com 5301 Robin Hood Rd. Norfolk, VA 23513 (877)876-4039	5
22	WDRB-TV Employee/Client Referrals	32
23	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800)374-0119	13
24	RTNDA.com	
25	Medialine.com P.O. Box 51909 Pacific Grove, CA 93950 (800)237-8073	
26	Louisvilleadfed.org Robin Miller 200 Distillery Commons, Suite 100 Louisville, KY 40203 (502)_582-2444	4

27	Mike Cotton Courier Journal P.O. Box 740031 Louisville, KY 40201-7431 (502)582-2211	39
28	B-Roll.net	
29	TVSpy.com 150 W. 22nd St., 5th Floor New York, NY 10011	
30	Television Week (Electronic Media) 1155 Gratiot Ave. Detroit, MI 48207 (323)370-2415	
31	NABJ Boxwood Technology billing@boxwoodtech.com	
32	WDRB-TV In-House Employees	10
33	Louisville Technical Institute 3901 Atkinson Square Dr. Louisville, KY 40205 (502)456-6509	
34	Spots-n-Dots & spotsndots.com 167 Oakdale Rd. Johnson City, NY 13790 (888)8842630	7
*35	Harbor House-Brenda Tierney or Kay Dalton 2231 Lower Hunters Trace Louisville, KY 40216 (502)719-0072	
36	Center for Corporate Financial Leadership ccflinfo.org 550 W. Jackson, Suite 900 Chicago, IL 60661-5716 (312)601-4601	1
*37	Alice Hollins National College of Business & Technology 4205 Dixie Highway Louisville, KY 40216 (502)447-7634	
38	Scott Jones	

Society of Broadcast Engineers
kjones@sbe.org
(317)846-9000

Total Interviewees Over Reporting Period	136
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WDRB-TV/WFTE-TV

APPENDIX 3- RECRUITMENT INITIATIVES TO ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM APRIL 1, 2004 TO MARCH 31, 2005

Station(s) Comprising Station Employment Unit: WDRB-TV and WFTE-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDRB-TV and WFTE-TV

<u>DATE</u>	<u>RECRUITMENT INITIATIVE & BRIEF DESCRIPTION</u>
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|----------------|---|
| 4/1/04 Ongoing | Internship Program for college students. College students majoring in Broadcast Journalism or Communications receive credit hours for training. During this reporting period, we have had four interns in our News Department. Two were attending the University of Louisville, one the University of Kentucky, and one Indiana University. We also had one intern in our Production Department and one in Sales, both from the University of Louisville. |
| 4/1/04 Ongoing | Job Shadow Program for high school and college students. Students "shadow" an employee in the broadcasting career they are interested in. During this reporting period, News Anchor Elizabeth Woolsey hosted two students from Assumption High School, Sports Anchor Gary Montgomery hosted four students from Assumption High School, three from Murray State University, two from Eastern High School, one from Kammerer Middle School, one from Westport Middle School, and one from Western Kentucky University. Account Executive Scott Deopere hosted one student from Western Kentucky University. |
| 4/1/04 | University of Louisville Career Fair. Set up a booth at the career fair to recruit applicants and/or interns. |
| 3/16/05 | Louisville Urban League Job Fair. Set up a booth at the job fair to recruit applicants and/or interns |
| 4/1/04 Ongoing | Tours of our station given to students and various organizations. Tours given during this reporting period follow. |

<u>MONTH</u>	<u># TOURS GIVEN</u>	<u>TYPE GROUP</u>
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May 2004

4

Cub Scouts / Tiger Cubs/
Middle School Field Trip
Male High School

June 2004

2

Russian Media Group /
Cub Scouts

July 2004

1

Christ Temple Boys to
Men Group

November 2004	2	Evangel Christian School /Future Business Leaders of America
December 2004	2	Cub Scouts / Scouts

January 2005	3	Cub Scouts / Tiger Cubs/ Boy Scouts
March 2005	3	Boy Scouts / Tiger Cubs/ Tiger Cubs

METEOROLOGIST

TARA BASSETT

STUDENT MENTORS

September, 2004	Two students
October, 2004	Three students
November, 2004	One student
December, 2004	One student

EEO Report Narrative Statement

The Commission's new EEO rules became effective March 10, 2003. Since the new rules became effective, Independence Television Company has used several recruiting methods as job positions have become available in the station employment unit, which is comprised of WDRB-TV and WFTE-TV. In addition, Independence Television Company is developing long-term recruitment and outreach initiatives.

Independence Television Company has had several job openings at all levels of its operations. Since April 1, 2004, Independence Television Company has filled 22 positions. Independence Television Company used several methods to recruit for these open positions. Some of the most successful recruitment sources have been advertisements placed in the Courier Journal newspaper, a daily newspaper published in Louisville, Kentucky, our own WDRB-TV website, fox41.com, employee and client referrals, employmentguide.com and tvjobs.com. Independence Television Company also has developed recruiting relationships with several area colleges, including the University of Louisville, Spalding College, Bellarmine College and Indiana University Southeast. Finally, Independence Television Company recruited job applicants at the Louisville Urban League Career Fair and also the University of Louisville Career Fair, which we participated in.

In addition to participating in the Louisville Urban League Career Fair and the U of L Career Fair, Independence Television Company's long-term recruitment and outreach initiatives include a continuing commitment to educational and career guidance. Independence Television Company has developed a "Job Shadow" program for high school students that allow them to "shadow" station employees as they work. This program will allow students to observe first-hand the operations of the broadcast industry and explore broadcasting career options. Independence Television Company has also developed a college internship program to allow college students majoring in broadcasting to earn college credit while gaining hand-on experience in the broadcast industry. We continue to seek out new recruitment sources that would like to be notified of job openings. Moreover, Independence Television Company will continue to develop new outreach and recruitment methods in furtherance of its EEO program requirements. We are proud of the programs that we currently use but we are always looking for opportunities to improve and add to our existing programs.